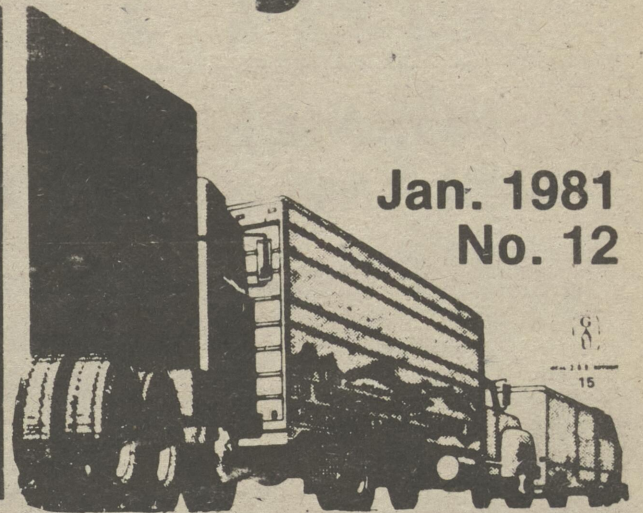


IBT Convention June 8! See Pages 6-7

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



Jan. 1981
No. 12

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600



TDU LEADER WINS IN LA

"In 1976 a number of us went to the IBT Convention to be outside and make an impression. This time I expect to be inside that Convention to support rank and file motions to strengthen our Union. It's going to be a different Convention this time."

—Doug Allan, TDU Co-Chair and newly elected Trustee of LA Local 208

On December 6, TDU leader Doug Allan was elected an officer of Local 208 in Los Angeles. Allan ran as an independent TDU candidate and won the Trustee job in the largest LA freight local.

He says he will act as a rank and file voice on the Executive Board. Local 208 is a relatively democratic one, yet the membership still faces great problems with erosions of jobs and conditions under the NMFA being number one.

"The major problems are at the top of our union. That's why local officers have to stop being 'yes men' and start representing the rank and file.

"And the rank and file members have to stop sitting on the sidelines," declared Allan, "It's time to join TDU and get involved."

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Members Want a Fighting Local

TDU Victory in California

by Steve Wilensky, NorCal TDU

TDU members in Local 137 capped six months of hard organizing with a stunning victory over one of the most corrupt regimes in California. They swept 6 of the 7 Executive Board positions, losing the Vice-Presidency by only 12 votes.

The rest of the tallies weren't even close. The new Secretary-Treasurer, Ernie Pappas, ousted incumbent Frank Wood Jr. by a 2-1 margin. Wood ran dead last in a field of three. Al Law at one time the only TDU member in Local 137, won for Recording Secretary garnering nearly 70% of the vote. Other winners were Ken McCaulley from Redding for President and UPS steward Bill Stewart of Redding, Jeff Freeman of Eureka, and Bud Henderson of Chico, who won landslide victories for trustees. All winners are TDU members.

Organizing TDU in 137, which covers California's 15 northernmost counties, was wild from the start. Wood Jr. called TDU "bomb throwers" and "SLA types" in order to disguise his dismal record. Wood had inherited the Local from his father—in

TDUer Takes Office

PA. BYLAWS VICTORY

by Mel Packer, Western Pa. TDU

Jim Beros, Secretary Treasurer of Washington, Pa. Local 585 and President of Joint Council 40, is a man unaccustomed to defeat, especially by a vote of his own members.

But now he has suffered two doses of democracy in just two months! First TDU leader Charlie Brown won a trustee spot on the 585 Executive Board in the November election. And then Beros found out that no one, including his members, will lie down forever.

Three months ago, Beros began reading a host of the Executive Board's proposed bylaws changes. The biggest change would have created a position of Principle Executive Officer, whose duties would have, conveniently, been exercised by Sec. Treas. Beros. Among the various new powers Beros wanted were: 1) Appointed BAs, 2) Control over 585's business affairs, 3) Control over disbursement of funds, 4) Right to make rules regarding conduct of the local, and many more.



Redding TDUers at their Rank and File Meeting to choose their candidates. Their election campaign was a model of democracy from start to finish.

fact appointments had been the rule for succession in Local 137. This election was the first genuinely contested election in memory, according to older members of the local. Potential candidates had previously found themselves mysteriously out of work, with a withdrawal card the next day. Others just got discouraged by threats or got the old eligibility run-around. Union meetings were modeled on a dictatorship. No motions, bylaws amendments or requests for financial reports ever made it to the floor. The local had within three years been brought to the brink of financial ruin with a declining

dues base due to a startling number of decertification votes, lack of organizing, and highly suspicious financial policies. Wood is currently under investigation for the latter.

There was a widespread belief that there would be some kind of vote fraud in this election, but a diligent election committee successfully prevented any such fraud by marking all mail ballots with a design only visible under black light. This was truly a fair election for which TDU member and election chair Tom Klassy deserves much credit.

Will the TDU chapter in Local 137 continue now that the election is won? According to Chairman Ollie Weldon, it will. "We need TDU now more than ever," he said surveying the union hall at the conclusion of the ballot counting. "At least we won't have to worry about where to meet anymore."

FLASH!

TDU has learned that the 1981 IBT Convention will begin on Monday, June 8 in Las Vegas and run until approximately Thursday, June 11. The International has attempted to keep this date a closely guarded secret, even though the Convention is the highest body in our Union.

In Las Vegas, TDU will be holding rallies, meetings, and caucuses in conjunction with the Convention. And all members are invited to save the date and plan to be there. Of course, it is difficult for most members to take the time and money to get there. But with carpools, super-saver air fares, and determination to change our union, we can do it.

See you in June!

International Steering Committee
Teamsters for a Democratic Union

LETTERS

FORMER LOCAL PRES. SLAMS KROGER DEAL

Dear Convoy-Dispatch,

In regards to the disaster perpetrated on at least 100 Kroger employees and their families, when Hamady Brothers acquired 21 of 35 Krogers Western Michigan stores. Kroger reneged on its contractual obligation with its employees. Kroger apparently made no effort whatsoever to insure that Hamady took its drivers and warehousemen as part of the sale.

Hamady disregarded seniority rights totally and hired only the former Kroger employees it wanted. The Executive Board of Teamsters Local 406 at the very least owes a thorough explanation to the Kroger employees affected as to how this outrage was allowed to take place when the Local Union had a binding contract with Kroger.

The Executive Board all came from the rank and file so they are well aware of the perpetual struggle just to keep hard won gains, to say nothing of the sacrifices sometimes needed by the membership to make new gains. That the officers of Local 406 seem to have taken no legal action to enforce its legal and binding contract with Kroger is inconceivable. When a segment of the membership is forced to sue its own representatives to enforce a legal and binding contract, something is not only rotten in Denmark, but in other

Chicago Job Loss

Dear TDU,

At our Union meeting on November 20th, Louis Peick, Secretary Treasurer of our Union, was very upset with **Convoy-Dispatch**. He was particularly upset with the fact that you raised the issue of the amount of salary that he earns from the four positions he holds.

Peick assured the members that the pension fund is sound and in good shape. He blamed deregulation for the loss of jobs and companies going out of business, the hiring of drivers and trucks to deliver goods for less than union wages. But he forgot the many years that we, the rank and file, have been fighting to stop companies from having their road drivers do city deliveries and pick-ups. The Union let these violations go on year after year and did very little when facts were brought to their attention. Trucking companies made deals with consignees to drop trailers without a driver, to unload the freight, doing away with jobs which then caused drivers to be laid off.

Sincerely,
Aaron Kesner
Local 705
Chicago, Ill.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.



Robert J. Langeland

areas as well. There is not much incentive for the unorganized worker to join the union when the appearance of this type of inaction by a local union is so flagrant. Admittedly, I am not familiar with all the details involved in the Kroger-Hamady fiasco, but as an outsider looking in I would suggest the Executive Board of Local 406 reassess their priorities and make a more dedicated effort to bring this injustice against the former Kroger workers to an honorable and successful end for the good of all concerned.

Robert J. Langeland
Past President of Teamsters Local 406
Grand Rapids, Michigan

Transcon Job Shuffle

Dear TDU,

Several major freight companies in the past few years have gone through a great deal of expense incurred in a change of operations. The drivers are relocated throughout the system, often breaking up large terminals and distributing them to smaller terminals. Once moved, the drivers are often run back into the same terminal which they moved from.

Transcon is one of these companies that has made at least three major change of operations in the last four years. At Transcon, you can exercise your seniority in these change of operations on a one-time bid only. That is: if you don't relocate at the company's first offer, you lose your right to follow your work thereafter and are often laid off. In short—if you don't move, you are put out of work eventually.

If you do move you often find the relocation point to be understaffed, which allows new hires to move in over seniority men! This has happened at a couple of Transcon terminals. The whole point of these change of operations, in my opinion, is to divide the Teamster membership, weaken the union, and shaft senior members.

Fraternally,
Chuck Oviatte
Transcon Freight Lines
Local 371, Rock Island, Ill.

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GEORGIA DRIVER "GUILTY"?

Dear TDU,

Hello, my name is Avery Rothell. I have been employed at Roadway Express since August 7, 1976.

I've been driving a tractor trailer since 1964 and never had an accident. I have only one traffic violation in 18 years. On September 29, 1980 I was on a six-lane road in downtown Atlanta. It was 1:20 PM. I was travelling east bound coming out of a small "S" curve and had only seconds to notice that the traffic light was out. It was raining and had been for three days. As I slowed down to stop, I saw a car coming across my right side, not trying to stop or even slow down.

The first thing that came to my mind was locking it down. This caused the tractor-trailer to jack-knife, striking the other car right in the drivers door. The car was totaled and the driver was put in the hospital. The damage to Roadway's tractor was \$2,000—and I was discharged the same day.

The police gave both of us a citation for failing to yield at an unsigned intersection. I filed a grievance with the union—but I never heard a thing after that. Then, on October 8 I received a certified letter from Roadway stating that, "This is to advise you that your discharge...has been reduced to a 14 day suspension...there will be no claim

for back pay."

I called the Union and wasn't able to reach my representative, who is always out of town on 'union business.' But I did talk with another representative, who told me it would be best to go back to work because it would be a while before my case would come up before a grievance committee.

On October 31, I went to Atlanta traffic court, without anyone from the Union or Roadway to represent me. I hired a lawyer myself. The driver of the car pleaded "Guilty" to having failed to yield. I pleaded Not Guilty—and the judge dismissed the charges against me with a "Not Guilty" verdict.

I contacted the Union and let them know what happened in court. I asked what I could do about the \$1400 that the accident had cost me. I was told that I had agreed that when I went back to work there would be no claims—which is not true.

In addition to the money in lost wages, I also lost my part time job because of this accident. And I cannot get Roadway to pull the recklessness letters out of my file. Brother, I have BEEN HAD.

Yours truly,
Avery Rothell
Local 728, Stockbridge, GA

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

Dan Hall, Local 375
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407
Keith Gallagher, Local 229
Denise Gillespie, Local 676
Ed Howell, Local 391
Diana Kilmury, Local 213
Charis Moore, Local 315
Mel Packer, Local 800

Alternates:

Jack Thomas, Local 705
George Feld, Local 200
Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036
(202)-785-3707

TDU Blasts Presser Appointment

On Monday, December 15, Jackie Presser was appointed as a Senior Advisor to President-elect Reagan's transition team, to advise on labor matters. Presumably he would have influence on the staffing on the U.S. Labor Department, and TDU acted fast to protect the interest of the rank and file.

Within a day TDU Organizer Ken Paff appeared on ABC-TV to "prevent our union's influence from being misused against the interests of the members."

Within a week of the appointment, TDU released an extensive report on Presser, outlining his ties to organized crime, his abuse of members rights, and how he has used his union position and power to become a multi-millionaire through pension fund rip-offs and bloated salaries (1979:\$274,278.53).

The most dramatic example of the impropriety of Presser's appointment is his status as defendant in a civil suit brought by the U.S. Department of Labor against the Trustees of the Central States Pension Fund. The suit concerns an estimated \$120 million in loans made by the fund that were never repaid. The TDU report asked that as Presser will "now be in a position to designate key individuals to oversee the ongoing Labor Department investigations of the Central States Pension Fund...will Jackie

MAILGRAM SERVICE CENTER
MIDDLETOWN, VA. 22645

Mailgram

PRESIDENT ELECT RONALD REAGAN
PACIFIC PALISADES CA 90272
REFERENCE YOUR APPOINTMENT OF JACKIE PRESSER TO TRANSITION POST
THANK GOD AL CAPONE IS DEAD FEAR HE MIGHT BE OUR NEXT SECRETARY OF
LABOR

W K SLATER, VICE PRESIDENT LOCAL 468 INTERNATIONAL BROTHERHOOD OF
TEAMSTERS
JOHN TURBIT RECORDING SECRETARY LOCAL 468 IBT

Presser investigate himself?"

The TDU report was hand delivered

to the transition team by TDU attorney Michael Goldberg and TDU member

TDU/PROD Testifies for Pension Reform

On December 12, 1980 TDU members testified for a second time this fall for reform of our Pension Funds and the laws that govern them. At this hearing, before the President's Commission on Pension Policy, TDU members Bob McGinnis and Frank Greco made strong statements in favor of, "Drastically shortened waiting periods before pensions vest, and greatly increased portability among different pension plans." They also called for the direct election of Union Trustees of Pension Plans, instead of their appointment by Union officials.

Perhaps the most stirring moment of the hearings, however, was when 58



42-year driver Bob McGinnis

year old Bob McGinnis explained how he had worked in the trucking industry in Chicago since he was 16 years old but would receive no pension when he retires.

"...I have worked almost continuously in the trucking industry in the Chicago area since 1938—over 40 years—and at this point it looks very doubtful that I'll ever receive a single dime in pension benefits when I retire. Except for four years in the army during World War II, and two short periods of unemployment during the

mid-1950s and mid-1960s, I have worked continuously...Since 1969, 11 years ago, I have worked for one single employer, Transcon...without a single break...Most of the jobs I've held during my career were covered by one of two Chicago Teamster pension plans—the Local 705 plan or the Local 710 plan. Unfortunately, because of long vesting periods and no reciprocity between these two plans, I never vested in either plan. How can that be? Because during 1973 I changed from being a city driver for Transcon to being an over-the-road driver for the same company. There was no break in service. I just left work on Friday as a city driver and returned Monday as a road driver.

"Unfortunately, city drivers at Transcon were represented by Local 710 and covered by that plan, and there has been no reciprocity between the two plans. Needless to say, I was not told any of this when I changed from city to road driving by either the company or the union..."

Tips for Winter Driving

Rex C. Sagle, Driver
Consolidated Freightways
Local 941, El Paso, Texas

Every winter we are deluged with warnings about the hazards of winter driving, but these cautions often fall on deaf ears. The following facts might well be remembered as the winter season has touched down on most of the country.

In dry conditions, the vast majority of us use no more than 10% of the available friction forces for cornering. In an emergency, maybe some will use 30 to 50 percent of it. Although the presence of ice or snow makes it obvious that we need to reduce speed, most of us do not slow down enough. Therefore, on a dry road where 55 mph is considered 'safe', the equally 'safe' speed will be 17½ mph when the roadway is covered with ice at 0°F. When the temperature is closer to the freezing point, say 30°F., the equally safe speed will then drop to 12¼ mph. The problem now becomes threefold:

1) Most of us are more impatient than

we realize, 2) the roads are not uniformly covered with ice, and 3) the attitude of the companies.

The ice runs in patches once the snowplows have done their job, making us by and large more confident. While we may keep well under the normally safe 55, we simply cannot bring ourselves to drive less than 20 mph, and if we did, we would be honked off the grade by the vehicles behind us. We then run into the problem of being forced to drive faster when our minds tell us that the limits of you as a driver and of the truck are being exceeded. We become more tense and tend to anticipate conditions that are not evident at the time. Then, far too often, the companies use the excuse that one driver made it, so the rest should be able to also. The truth is that we are not the same, and the vehicles we drive never handle the same because of the constantly changing center of gravity caused by different loads.

Good luck to all of you this winter and may it be the safest ever.

Washington Wire

PROPOSED HOURS INCREASE DEFEATED. On Dec. 15, the BMCS denied a petition filed by a group of owner-operators to raise the maximum hours of service from 70 to 96 hours on duty in an 8 day period and from 10 to 12 hours driving per day. In rejecting the proposed hours increase the BMCS noted that over 700 comments on the proposal had been received from the public—mostly drivers, and 94% of the comments opposed the increase. Many of the drivers who filed these comments first heard about the owner-operator proposal in the May 1980 issue of *Convoy Dispatch*. TDU's own official comments on the proposed increase were quoted extensively in the BMCS ruling. Among the rank & filers who opposed the hours increase was Alvin Meadows of Local 480 in Nashville. He initiated a petition which was signed by over 200 drivers. It said, in part, "The stress and fatigue from the longer hours would result in more accidents than ever before. I can't see where a change like this would help anyone, especially the driver. I am looking forward to retirement. I don't want these years left to be any more hazardous than they already are." TDU could not agree more. That's why we filed a lawsuit on December 8, 1980 against the Department of Transportation to speed up hours of service reform and lessen the burden already placed on drivers.

D.O.T. ADMITS CAB FUMES FAILURE. In an unusually honest letter, an official of the D.O.T. has come forward and admitted that the BMCS rules governing 'drivers environment' and 'quality of ride' are "lacking." This letter of November 24, 1980 from Harold Harkins, Officer in Charge of the Office of Motor Carrier Safety in Columbus, Ohio came after repeated complaints from road drivers in Nashville and Memphis concerning fumes in cabs at Roadway Express. Back in 1978 the D.O.T. inspected Roadway's Memphis terminal and concluded that: "The complaints concerning heat and fumes in the cab appeared to be valid, but are not covered under regulations at present." Two years later, we're still waiting.

SNORING IN THE COCKPIT? If you thought road drivers the only ones hard hit by long and irregular hours of work, a recent article has pointed out that the same problem is shared by airline pilots. Several recent jet crashes have been attributed to pilots falling asleep in the plane, and in one case the entire crew fell asleep in a flight to Los Angeles—and didn't realize it until they were 100 miles over the Pacific and still going West!

Big R Newsline

CHICAGO. On December 12, 1980 TDUer Al Richter filed a grievance protesting performance logs for switchers. The cards were issued to bid spotters only and were to be filled out in addition to dock performance logs. The reason for the cards, according to Chicago manager Wayne Walsh, was to indicate when equipment was moved in case of damage. Further, since only the bid switchers must fill these out, and not all qualified switchers, the logs are discriminatory as well. Another problem that may be cropping up soon in Chicago is the **Flex Work Week**. At the October Union meeting of Local 710, the Local's top officer, William Joyce, announced that he is considering granting Roadway the Flex at the time of the next contract in return for Roadway's hiring more employees to bolster the Local's depleted health and welfare funds.

LOS ANGELES. TDUers in LA report that Big R was hit with 6 major safety violations. It seems that Roadway management tried to harass the OSHA inspector the same way they would to a dockworker. But it backfired, and it may cost Roadway several thousand dollars in fines. In typical fashion, Roadway management is taking their frustration out on the dock crew, with a barrage of petty warning letters and harassment. But Roadway dock Teamsters in LA are standing strong, and have turned in impressive numbers of petitions against the production cards.

TOLEDO ROAD DRIVERS here have been hit with a new company rule, demanding that they log their lunch time as "off duty" (line 1). The goal is the same as that of the production cards: to squeeze as much work out of Roadway Teamsters as possible. With dock workers production is measured in cards—with drivers, it's measured in hours. Roadway road drivers have struck back. They are organizing a protest to the D.O.T. to stop this attempt to push them beyond 70 Hour Slavery. In a related matter, we reported in a past **Convoy Dispatch** how Roadway has re-routed the Cadillac, Mich.-Toledo run. It is now just about impossible to complete it within 10 hours driving at 55 mph. On October 29, Harold Harkins of the D.O.T. promised an inspection. So far, no action.

TOLEDO DOCK support for TDU continues to grow, with the dock workers signing the productivity card petition. Rank & file vigilance at Toledo Roadway further paid off when OSHA recently issued a citation against Big R for a "Willful" violation of safety regulations in doubling and tripling-up the carts on the dragline. This condition, which put the dockmen in danger of being pinned or crushed between the carts, resulted in a fine of \$6,000. Roadway has contested the citation. If other terminals have the same conditions, OSHA should be notified at once.



DENVER. Road drivers in the Mile High City are "catching just as much harassment from so-called 'delay of freight' as drivers in the rest of the system," according to one driver. And as in other parts of the system Roadway has cut running times for road drivers in Denver, and given warning letters for being over 15 minutes late. Meanwhile, Big R lets trailers sit at a relay point for 24 hours and makes the driver babysit the phone.

SHREVEPORT. We reported how Roadway Teamsters forced through a resolution calling for strike sanction against Big R if the company didn't eliminate the production cards. The Local Union 568 has demanded that the stewards itemize a specific list of times and places where the production card was used to intimidate employees. This might be excusable, if the local union was interested in going out and compiling the evidence with the use of full time BAs. But the Local is not getting involved—in fact, they end the letter by saying that the stewards are not to even use the official union request as a means of gathering evidence, saying "This is not a bulletin to post on the bulletin board...." This issue of **Convoy Dispatch** is such a bulletin, and we urge all members to please post it.

SPRINGFIELD, MO TDUers report that Roadway is using casuals to punish laid-off men who refuse a work call. If a layoff man refuses a call, the company stops calling in layoff men altogether and calls in casuals instead. The result: casuals are working 4 days per week while layoff men get only 3 day weeks. An alert BA would immediately file grievances for the lost pay for its members. Where is Local 245?

BUFFALO. Pressure on the production cards continues. On November 30 a 2½ hour hot meeting with the Hall took place. The Hall promised to set up a meeting with management and representatives from the dock, mechanics, and drivers. We hope to report soon on the outcome.

Copley Roadway

Akron Beats Flex

On Friday, December 19, the Teamsters at the Akron Roadway terminal voted down the Flexible Work Week, 107-17. The overwhelming vote came after strong pressure from the company and no opposition from Local 24. The men were simply tired of the harassment at Roadway and weren't interested in taking a pay-cut when the company's profit figures are as strong as ever. "Roadway only cares about money, not the men" was the way one Roadway Teamster put it.

Before the vote, which included laid-off Teamsters as well as working Teamsters, Roadway strongly put forward its case for the Flex. They said that it would put many of the 53 laid-off men back to work—but they would give no guarantees. In fact, they put forward the Flex on a take-it or leave-it basis, with no compromise.

The company also claimed to have been hard hit by deregulation and the recession. For example, they claimed that millions of dollars in operating rights are now worthless. They failed to mention, however, that Roadway has already moved to declare these rights as a tax write-off. Roadway also complained about freight being slow and non-union competition taking freight away—but failed to mention the company's record profits through most of 1980. And there was no assurance that the Flex would be removed if the economy picked up.

When they added it all up, it didn't seem that the company deserved the \$100 to \$300 pay-cut that they were asking of the men. The one concession that Roadway did make was that they did offer to red circle 70 positions which would remain Monday or Tuesday-through bids. But they didn't say just how many would be Monday-through and how many would be Tuesday-through.

Which Side Is Our Union On?

Local 24's position was not clearly stated and there were contradictory

NLRB Charges

Big R in Pa.

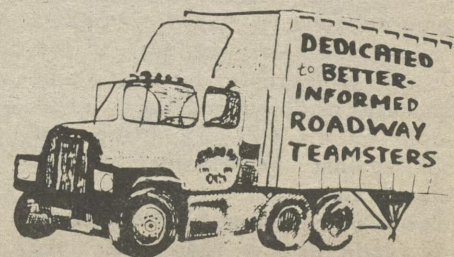
On December 30, the National Labor Relations Board issued a formal complaint against Roadway Express for removing TDU literature from the employees bulletin board at its Allentown terminal. The complaint followed the charges filed with the NLRB by Lehigh Valley TDU after Roadway Terminal Manager F.R. Tomb removed a TDU bulletin and the Roadway page of **Convoy Dispatch** from the bulletin board on September 15.

At first, it appeared that Roadway would settle and admit its wrong doing, but in a sudden turnaround the company's position hardened. It refused to settle on the grounds that the TDU literature advocated a 'wildcat strike' against the production cards. This is, of course, totally untrue. TDU has always advocated deadlocking grievances to the national level on a production card grievance for a **Legal and Sanctioned** strike. The distorted argument against TDU came from—you guessed it—Roadway's headquarters in Akron, Ohio.

Perhaps someone should fill Big R's legal help in on the provision of the National Master Freight Agreement (Section 8) which defines a **legal strike**.

rumors. It was suggested, however, that the Local had seen work move out of Akron before, and that there are some locals that would guarantee Roadway a Flexible Work Week if the company would move to their area.

The best defense against the Flex is for all locals to stand together and reject the Flexible Work Week. TDU stands ready to help coordinate rank and file efforts in different locals to oppose the Flexible Work Week. The Akron Teamsters who voted to oppose the Flex should be proud of what they have done. It was a tough decision—given Roadway's ability to re-route freight. It was also tough given the sincere feelings that many Roadway Teamsters felt for their laid-off fellow Teamsters who might have gained in the short run if Big R had put some people back to work. But, because of what they did in Akron, Ohio Teamsters and Teamsters system-wide can strengthen their resolve to continue to resist the Flex and defend their working conditions.



Rank & File Push Pays Off in Iowa

by Quad Cities TDU

After the successful passage of the Resolution against Production Cards, and three pages of signatures on a grievance, Local 371's leadership has reacted to rank and file pressure. The Local is now trying to do something to slow down the harassment at Big R. While the battle is far from won, positive steps have been taken.

First, the Local sent a telegram to Roy Williams asking for help against Roadway. Jack Yeager, William's right-hand man, called Roadway almost immediately. Early in December, Roadway asked for a meeting with Local 371. Roadway sent Henry Fleming, Rock Island Terminal Manager, Ron McGinnis, District Manager, among others to the meeting at the Local 371 hall. President Terry Dugan, BA Wayne Bohanon, and a few stewards and drivers were there from the Union.

After the meeting, Roadway agreed to investigate all the charges before issuing a warning letter, and all letters on production cards are now pulled once protested. They agreed to stop writing "Mickey Mouse" letters and there has been a definite decrease in letters since the meeting and harassment has slowed down somewhat.

Some of the warning letters that had been written before the meeting were for such "criminal offenses" as spending too much time in the rest room, or waiting for a tow motor instead of asking for a temporary work assignment. Now, thanks to rank and file pressure, matters are partially improved.

Milwaukee CF Says No to Flex

On December 7, 1980, the Teamsters at Consolidated Freightways in Milwaukee voted on the Flex Work Week. It was voted down by a margin of 44 to 17, with one invalid vote.

The vote came despite threats by CF to pull all of the reshapes out of Milwaukee and send them to Fremont, Indiana or Peru, Illinois. This would have resulted in the layoff of about 60% of the Teamsters at the 71 person terminal in Milwaukee.

At a discussion before the vote, the point was made that the Flex would allow the company to use the bottom 10% of the dockmen, and the bottom 15% of the city drivers, for Saturday work without paying them time and a half. This would deny the senior men who would work Monday through Friday the opportunity to work on Saturday for premium pay.

Local 200 President, Red Fulzrzyk, ran the meeting which discussed the Flexible Work Week in a fair manner. He informed the members of the good and the bad points in the proposal. Unfortunately, the Terminal Manager, Robert Donahue, has not been as even-handed. He reacted to the vote by refusing to talk to any of the men, including the stewards. He has harassed and tried to intimidate the men who voted the Flex Week down.

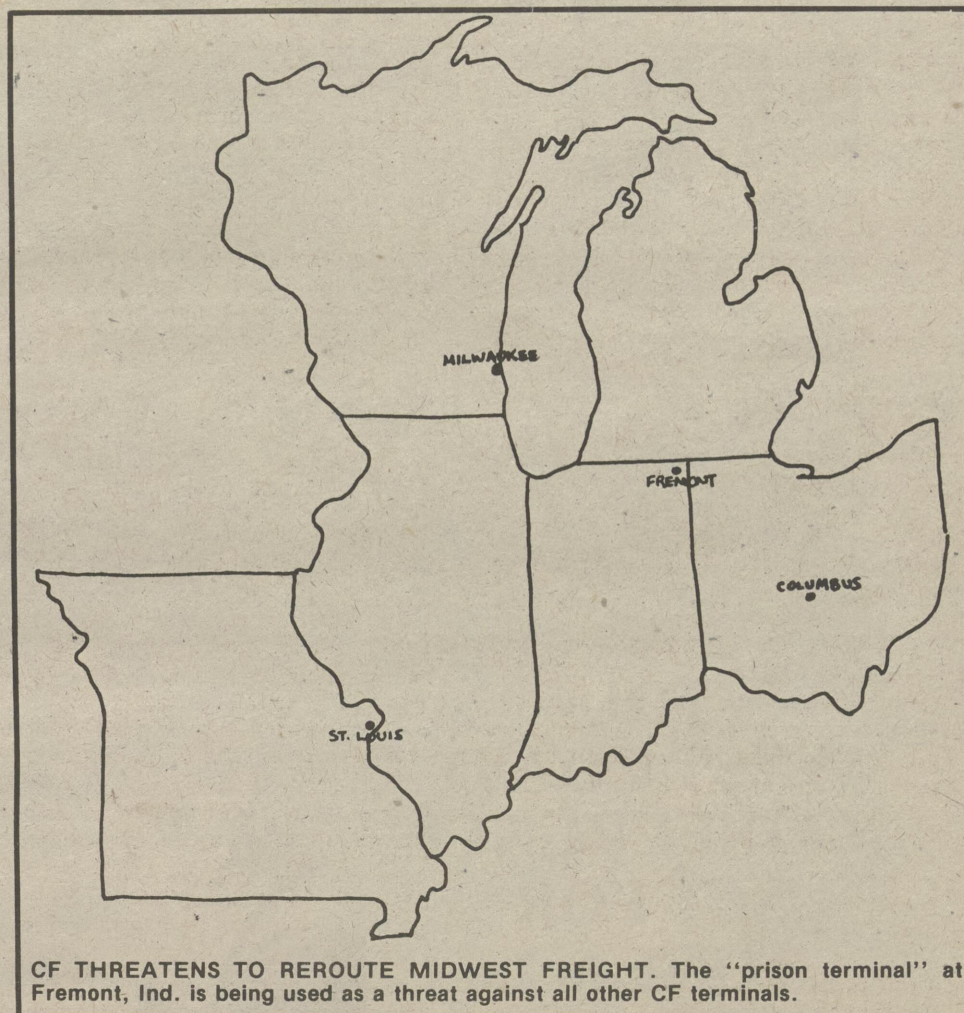
The fear tactics used by CF in

Milwaukee are not limited to Milwaukee alone. The same strategy has been applied in Columbus. CF also lost the vote there. The word is that management at all of CF's midwest terminals faced with the Flex Work Week are telling their people that most of the freight is going to be re-routed to Fremont, Indiana — if they don't vote for the Flex.

It seems unlikely that Fremont, even with its prison-like rules, could handle all this additional freight. At Fremont, there are no coffee breaks for the 84 dockmen, dress codes, notification to the supervisor before going to the bathroom, 15 minute lunch breaks, no radios, no card playing, no dark glasses, and a maximum of 8% of the workforce is allowed to be on vacation in any given week (the contract says 15%). And, of course, they have the Super Flexible Work Week — seven-day workweeks with no premium pay. Shifts starting every day of the week. Only 4 out of the 84 dockworkers have a daytime Monday-Friday bid!

Is this what CF has in store for the rest of the system? Hopefully not. But it will take courage, as has been displayed in Columbus and Milwaukee, to stand up for our work-rights and stop such "prison terminals" from spreading everywhere.

—from reports by CF Teamsters in Milwaukee



Central Pa. Dock "Trainees" Paid 70% of Scale

Central Storage Company may be the first company in the 8 Cities region of Pennsylvania to have taken advantage of the notorious sweetheart deal known as "Article 62." This clause in the 8 Cities (Central Pennsylvania) Supplement provides for "Trainees" who can be hired at 70% of scale (or less!) and have no union protection at all for up to six months. They are, in effect, 6 month casuals!

For quite some time, officials in the 8 Cities area have protested that Article 62 was only negotiated to ease an alleged 'shortage' of drivers in Central Pennsylvania. It was supposed to be a "good faith" measure to "help" the dock worker get a job as a driver. In addition, officers in several

locals had repeatedly said that Article 62 would never be implemented without the approval of the local union concerned.

These misleading statements were repeated as recently as November 3, 1980 when TDUers Tom Griffith (Local 776) and Keith Gallagher (Local 229) presented charges against the negotiator of Article 62, Local 229 Secretary Treasurer Ed Harrington. The charges were heard at Joint Council 53, with Gordon Grubb presiding.

During the one hour meeting, Griffith and Gallagher sought to discover how and why Article 62 had been negotiated in the first place. In April 1979, when the Teamsters of Central Pennsylvania voted on the

NMFA, they were not presented with the full facts of Article 62. Instead they were given the ambiguous language, Article 62, Trainees, "language to be drafted consistent with the mechanics agreement." TDU has since learned that the "mechanics agreement" was not written at that time — in fact, it would not be negotiated for another month. And who negotiated it? You guessed it — Ed Harrington and Lee Via (Secretary Treasurer of Local 773, Lancaster), the same men who negotiated Article 62 itself.

It was because of this double dealing as well as the potentially disastrous effect of such a "trainees" clause" on Central Pennsylvania Teamsters that TDU members in the 8 cities filed internal union charges. The charges were signed by thousands of Teamsters in many different locals.

At the hearing at Joint Council 56 Harrington was asked if the National Negotiating Committee had approved of Article 62. Harrington's reply: "I don't know."

Harrington was then asked if the Eastern Conference was contacted during the negotiations. He replied, "I don't think so."

And when he was asked what the purpose of Article 62 was, he again said that Article 62 was only to help dockworkers get driving jobs. He conveniently ignored the fact that there is nothing in Article 62 that would limit it to driver-trainees only — and in fact could be used to hire in sub-scale "dockworker-trainees".

Central Storage Sellout

But Central Storage Company did not ignore this provision. At least 9 employees have been hired at this regional trucking company in Harrisburg under the provisions of Article 62. And TDU has learned that several of these new trainees, who never saw the inside of a truck before being hired in at Central Storage, are working on the dock. At 70% (about \$8.40 an hour) of scale. This should put to rest forever the nonsensical claims of Harrington, Via, and other 8 Cities officers that Article 62 was only intended to "help" the dockworkers. Perhaps they should ask unemployed Teamster dockworkers and drivers in the 8 Cities area how they have been "helped" by Article 62 while new hires are working?

Big Brother at Maislin

Once an entry is made, it is never removed. The system never forgets. It can be a great employee-motivation or employee intimidation tool for trucking management.

—Stephen Maislin, Vice-President, describing the new computer system at Maislin-Gateway.

Maislin-Gateway has a new computer. It is called POP — Personnel Occurrence Profile. The purpose of the system, according to Stephen Maislin, is to "target potential troublemakers and predict an employee's future behavior."

And it works. Maislin claims it can predict its next grievance case or workman's compensation claim within 30% accuracy. "When Maislin purchased Gateway in January 1979, that fleet had dozens of daily grievances being filed by its employees. We put all the grievances in the computer... seeking problem areas and troublemakers. In three months we eliminated

60% of the grievances," gloats Vice President Maislin.

"To the employee, the company becomes the parent or adult. To the company, the employee is the child... We make the employee aware that we know everything he or she is doing and has done and that we are concerned, as a parent should be, of a child's actions. And as a child who has done something wrong, when confronted with a list of misdeeds, the employee will usually become passive and introverted."

"You must channel employee psychology toward a profitable end for your company. The POP system is a very effective tool for controlling people's behavior—it let's them know they are vulnerable and that they are constantly creating their own record." Maislin is so proud of its system it wants to sell it to other companies, and someday create one, master computer system to keep track of all employees in the trucking industry!

'79 Lockout Benefits—At Last!

In late December many Teamsters across Michigan received unemployment compensation checks due them since April 1979! These Teamsters were locked out by the trucking employers when the IBT struck a number of freight carriers last year over the Master Freight Agreement.

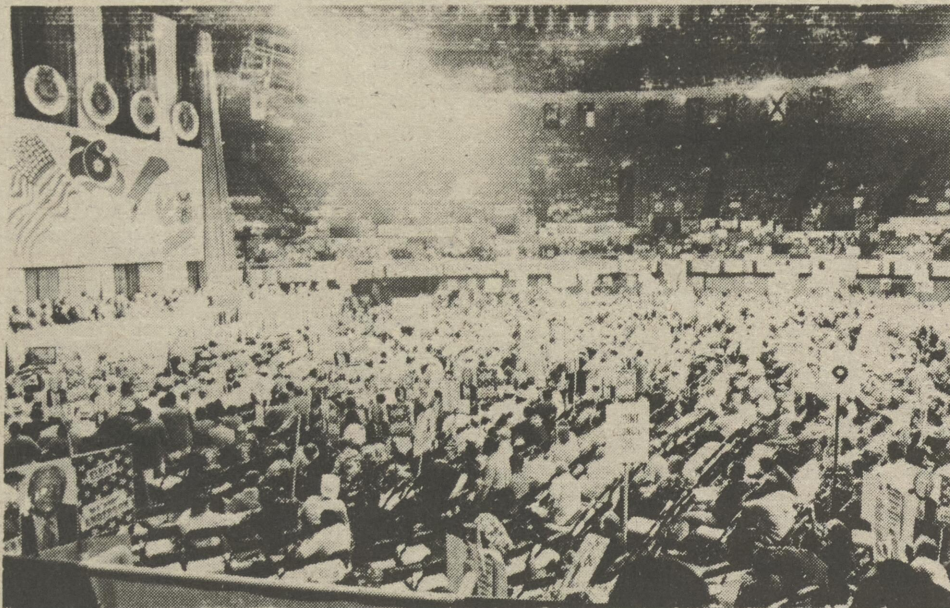
In most states, unemployment comp rules are so biased against workers that if your employer locks you out, you (not the employer!) are punished by having your benefits denied. But in Michigan, Teamster members appeal-

ed their denial and now some of them have received their checks. But one unemployment referee ruled against some others, so they are still being appealed to the Board of Review.

TDU attorney Ellis Boal who has represented a number of members on this matter, is confident the Board should rule in favor of the members.

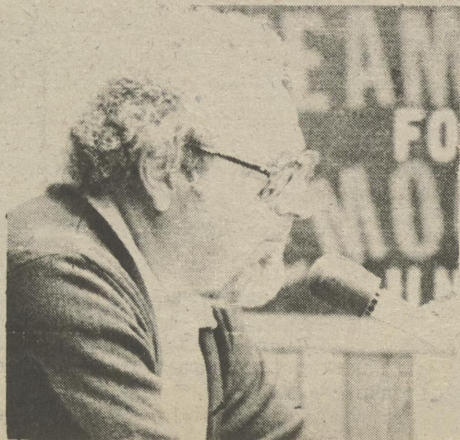
In a few other states, similar appeals have been made. In Pennsylvania, Teamsters locked-out in the freight strike already collected what was due them.

STAND UP FOR CHANGE IN '81



TDU WEST COAST CONFERENCE SET FOR JUNE 6-7

TDU and the Western Chapters of TDU are holding a Conference on June 6-7 in Los Angeles. On June 7, people will be leaving from the Conference to attend the IBT Convention in Las Vegas to support the Rank & File Resolutions to change the IBT.



"I was a delegate to the '76 Convention, so I know what we've got to do. Here in Grand Rapids, we are going to have some people run for delegate, and we're going to be in Las Vegas!"

—John Houghtaling
Local 406, Grand Rapids, Mich.

Program for Change

1. Membership Vote for International Officers.

This will make the top levels of our Union listen to the voice of the members. Many other unions already have this right. We know Fitzsimmons, Provenzano, and the rest could not stand up to a rank and file vote.

2. Majority Rule on All Contracts.

Right now it only takes a one-third 'yes' vote to ram through a bad contract. The last two carhaul contracts have been approved by minority votes as have thousands of local contracts.

3. Right to Vote on All Supplements, Riders, and Work Rules.

Many important provisions in our contracts are governed by "supplemental" agreements and work rules. Because we don't have a right to a separate vote on these agreements and work rules, Steelhaulers, Road Drivers, UPS workers, and many others have seen important working conditions given away.

4. A Limit on Officers Salaries.

Through huge salaries, expenses, and benefits, many of our Local and International Officers live like millionaires and could not care less about our problems. We need to put a ceiling on their salaries and use the money to strengthen our Union.

5. No Dues Increase.

They want to increase the per-capita to the International. Yet we can already afford enormous salaries, private jets, and every other possible luxury. We will oppose any dues increase unless it goes into special organizing funds or strike funds, instead of more millionaire-style extravaganzas. In addition, we will fight for reduced dues for laid off members, so their problems are not forgotten.

6. A Union Convention Every Three Years.

This will give the members more of a chance to improve our Union. And like many other unions, we need the right to a separate vote on who will serve as our delegates.

7. No More Sweetheart Contracts.

We will back a clear resolution to ban the sweetheart contracts which are rampant in our Union and which undercut everyone's wages and working conditions.

8. Elected Pension Fund Trustees.

We need the right to elect the trustees of our Pension Funds so that these funds can go to protect retirees instead of to line the mob's pockets.

DO YOU WANT...

The right to decide if Fitz should be "o"
A Ban on Sweetheart Contracts?

The Right to Vote on Contracts by Mail

In June We Can Send Our Officials

...But We Have

These changes can be won. Our job security and standard of living for the next five years depend on it. And almost every single member of the Teamsters wants these changes. The 1981 Teamster Convention June 8th is the place to make our voices heard—together.

At the last Convention in 1976, a small group did stand up for us. They made motions and spoke out. They were from Fitzsimmons' own Local 299 in Detroit. They had the support of the membership, who watched on TV as Fitzsimmons said to us:

For those who would say that it's time to reform this organization, that it is time that the officers quit selling out the membership of their union, I say to them: Go to Hell!

But this time we can make a dif-

ference. At the 1981 Convention, motions will be made and votes will be taken on rank & file resolutions to change our Union. This time, the Convention will be a place where the members are heard. Not just a party for a few officials.

HOW CAN IT BE DONE?

TDU is building a coordinated organizing drive across the U.S. and Canada to force the needs of the rank & file into the Convention in Las Vegas. It won't be easy. But the growth of the Rank & File Movement and election results in many Local Unions have put Fitz and his yes-men on notice. We are not going to stand by while they strangle our union with corruption and dictatorship.

A Vote in Your Local Union. The Union Constitution (Article III, Section 9a) gives each Local the right to submit changes in the Constitution. Your right to make resolutions proposing these changes is protected by Federal law. We can supply you with tips on how to make



"We are going to introduce three resolutions at our Local Union Meeting in February. We're going for Majority Rule on Contracts, the Right to Vote on our Supplements, and Direct Election of Officers. We know that the people in our Local voted against the National Master Freight Agreement because of our Supplement. But we had no right to a separate vote on our Supplement. As a result, our votes didn't count. That's why we are stuck with a "trainees clause" (article 62) under which dock workers are working for less than \$8.50 an hour in Harrisburg today."

—Tom Griffith
Local 776, Harrisburg, Pa.



"At the December union meeting I asked our local president if we would have a meeting where we could propose resolutions for our local to submit to the Convention. In front of 400 members he replied we would have a meeting and our delegates would take the resolutions that the members of Local 89 vote for. We intend to follow through on this."

—Herman Sharp
Local 89, Louisville, Ky.

How YOU Can Stand Up for Change

- ☐ I know this effort will take money. I'd like to donate \$_____ now. Also, please send me _____ go to support the Rank & File Program for Change.
- ☐ I want to hold an organizing meeting in my area to discuss what we can do here. Please contact me.
- ☐ I want to try and pass a Rank & File Resolution in my Local to press for changes in the I information.
- ☐ I would like to help spread the word about TDU. Please send me _____ membership application.

Convoy Dispatch; please send me _____ per month (10/\$3, 20/\$4, 50/\$5, 100/\$9, and \$3 for ea

Name _____

Address _____

City _____

State/Province _____

Phone _____

Company _____

☐ Road ☐ City ☐ Dock ☐ Construction ☐ Warehousing ☐ Production ☐ L

Return to: Teamsters for a Democratic Union, Box 10128, Detroit, MI

'81!

be "our" President?

y Majority Rule?

Officials a Message...

We Have to Start Now!

such motions, with leaflets to inform and activate the members, and with posters to help build turnouts at Union meetings.

A Rank & File Program for Change. Across the U.S. and Canada, TDU members will be focusing on the Rank & File Program for Change—eight specific resolutions (see box). After passage in many Locals, these resolutions will go to the IBT Convention where rank & file delegates will fight for their adoption.

Delegates who Stand with the Members. Not yes-men. There will be a solid core of delegates to start the ball rolling on the Program for Change at the Convention. Many large locals elect extra delegates in addition to the Local Executive Board members. TDU is committed to supporting rank & file slates in every possible Local.

We have to Build a Fire in Every Local. In every craft. We have to force the Local Union Officers who will be a majority of the delegates to make a choice where they stand. Will they stand up for needed change in our Union? Or will they just sit back and vote another increase in Fitz's salary and nothing for the rank & file?

Rank & File Convention Watch. There will be no possible excuses for dodging the issues. There will be no way for local officers to hide. The Rank & File Convention Watch, organized by TDU, will carefully record the answer to a very simple question: Which Side are You On?

It's our One Chance in five years. Under the IBT Constitution the Union only holds a convention once every five years. That means the next convention will be in 1986! Can you afford five more years of deteriorating working conditions, lost jobs, contracts falling apart, poor representation? Five more years of minority-rule contracts which are shoved down your throat by the union's undemocratic two-thirds rule? Five more years of being denied the right to vote on supplements and riders—agreements which take away with fine print what you read in the Master Contract language? If your answer was "NO—I can't afford it," then you can join the Campaign to

Change in '81!

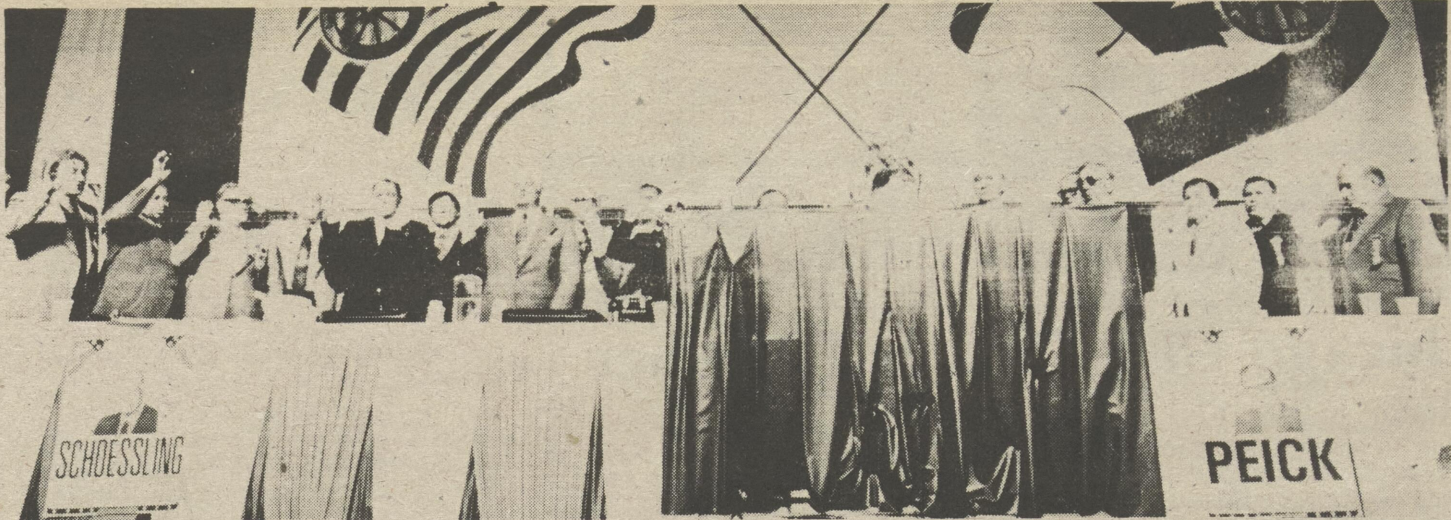
and me _____ tickets for the TDU raffle which will
re. Please contact me.
changes in the IBT Constitution. Please send more
rship applications. I would also like to distribute
and \$3 for each additional 100).

Local _____

nce _____ Zip _____

uction ☐ Clerical ☐ Other _____

3, Detroit, Michigan 48210



Scene from the podium at the 1976 IBT Convention. The General Executive Board, including the likes of Provenzano, Matuia, Williams, and Presser marched in to the tune of 'When the Saints Go Marching In'. They didn't seem to realize the irony of it.

Change our Union in '81. The coupon tells how.

TIME FOR ACTION

So it's really up to us. Up to every rank & file member. For the first time in 30 years, the rank & file can change our Union. It's been done before. It's being done in other Unions. We have the power to do it. Fitz knows we have the power. It's time to realize it and do something about it.

TDU has started the ball rolling. But we can't do it alone. WE need the support of every Teamster concerned about the future of their job, their Union, and their right to dignity and democracy.

Here's how you can help. Read and clip out the coupon carefully. It lists a number of things you can do. But don't wait. Get started today. It'll be five more years before you have another chance.

New Brochure on IBT Convention!

This brochure, just released by TDU, on what you can do NOW to build for the Rank & File effort at the 1981 Convention. Order a bundle today! (100 for \$2).



Our Rank & File Program for progress would mean little without dedicated leaders and spokesmen to carry it forward. We are proud to be backing Pete Camarata for General President and Jack Vlahovic for General Secretary-Treasurer.

They are proven fighters for the rank & file who have turned down offers of advancement in the hierarchy to stand with the rank & file. They have challenged Frank Fitzsimmons and Ray Schoessling to debate the issues, and to stand in an open election. But Fitzsimmons won't stand for an election by the members, even in his own Local.

We are determined to present a choice in 1981. In 1976 Fitzsimmons ran unopposed—Pete Camarata entered the one vote against him. Jack Vlahovic, who became a BA in 1971, won the top job in Canada's largest local in 1977. He was undemocratically removed from office by a Joint Council controlled by supporters of Canadian Conference Director Ed Lawson.

In 1981 there will be a rank and file alternative to the hand-picked man of the \$100,000 a year club.

Will You Be Represented at the 1981 Teamster Convention? YOU WILL — IF YOU JOIN TDU

In June 1981 the IBT will hold its Convention. There will not be another till 1986! This is our chance to send our top officials a message. TDU is preparing now to do that. But we need your support and help, and we need your financial help. We need you to join the crusade to make our union great again. Join TDU today.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

☐ I want to distribute Convoys Dispatch. Prices per issue are: ☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)

Hang UPS

A Column for UPS Workers

Chicago UPS Gets It Together

CHICAGO: Bedford Park UPS is starting to see activity. Some of the UPS road drivers in Local 710 had a meeting in mid-November where they discussed some of the problems people are having. Everyone was angry when the Union allowed the company to force them to take one of their "free" days on December 26 rather than when they wanted to take it.

UPS in Chicago seems to be firing anyone they can get their hands on, on any charges whatsoever. This includes both road and city drivers. There is a growing feeling in Chicago that it's time to get organized.

PITTSBURGH: An arbitrator ruled that low seniority employees who were forced to take their vacation last

January were treated unjustly. The arbitrator ruled that they were to receive the difference in pay and COLA that they would have received had they taken their vacation in June instead, after the raise went through.

CINCINNATI: There was an alleged 1/2 day walkout on December 5 in Cincinnati over the refusal of the company to give two drivers a fair hearing on their two-day suspensions. When the company representative said that he had a phone call that was much more 'important' than the men's hearing, the rank and file reportedly reacted by refusing to come to work the next day until there was a hearing. Finally the combined pressure of Local 100 and UPS forced them back to work.

IT'S HAPPENING ALL OVER

LOCAL 773 WARNED OF UNION BUSTERS WITHIN THE IBT! At the regular Local Union meeting in December, members of Allentown Local 773, received a chilling report on the presence of powerful union busters seeking to undermine the International Brotherhood of Teamsters. What was most frightening about this report is that these union busters are inside our Union, and have already done an incredible amount of damage.

The report was prompted by statements made at the November union meeting in Allentown, where an alert Business Agent spoke out against a small group that is out to destroy the Teamsters. He didn't mention any names, but most members thought they knew who he meant. So the Allentown TDU chapter went to work—researching night and day until they could conclusively establish who this nefarious band of anti-union agents might be and report this information back to the next Local meeting.

Sure enough, when the December union meeting rolled around, they were ready with their report. Brother Bill Oxenford, of Yellow Freight in Allentown, read these findings to an incensed meeting. The names of these secret union busters are printed here, to warn other locals who may come in contact with this band of wolves in sheep's clothing. They are: Frank Fitzsimmons, Donald Fitzsimmons, Anthony Provenzano, Gordon Grub, Salvatore Provenzano, Dickie Fitzsimmons, Jackie Presser, and Roy Williams, among others.

The officers were so stunned by this astonishing revelation that they even forgot to call Brother Oxenford 'out of order.' In fact, BA Ed Tonkay was so stunned that he claimed that he failed to recognize any of the IBT officials listed.

DICKIE FITZ HOME FOR CHRISTMAS. Jailbird Dickie Fitzsimmons, son of Frank Fitzsimmons, President of the IBT, was home for the holidays and the wedding of his daughter. Fitzsimmons was granted a six-day furlough from the minimum security federal prison camp at Maxwell Air Force Base in Alabama. Dickie Fitz pleaded guilty to taking payoffs from employers. He is expected to be paroled in December 1981.

BA SHOULD PICK ON SOMEONE HIS OWN SIZE. It seems that some people just can't stand a little democracy. That's how BA Jack O'Bannon reacted when he tried to beat up TDUer Ernie Harkins, member of Local 100 in Cincinnati and a road driver for Interstate. Ernie (5'9", 150 lbs) is about half as big as O'Bannon (6', 250 lbs)—who was enraged because of Harkins' TDU activities and support of opposition candidates in Local 100. But O'Bannon also had too much to drink—and it is reported by a fellow Interstate driver that Harkins "beat the stuffings out of him" after O'Bannon provoked a fight. Perhaps this BA should pick on someone his own size—for his own safety, of course.

SPANISH/ENGLISH TDU NEWSLETTER IN CALIFORNIA. The new Watsonville TDU Chapter of TDU has started TDU's first newsletter completely written by and for bilingual TDU members. Last issue, we reported how this new TDU Chapter, based primarily among frozen food workers, is growing strong. Congratulations and keep it up!

"MR CHAPTER" STRIKES GRAND RAPIDS. After a couple of articles on the activities of the rank and file began to appear in *Convoy Dispatch*, Local 406 officers began to call John "Bud" Houghtailing "Mr. Chapter" at union meetings. Then at the December 24 meeting, Sec-Treas. Robert Barnette was flabbergasted to discover that there were Teamsters from all over the Local sitting in front of him with their name tags proudly identifying them as "Mr. Chapter" as well. Barnette didn't quite know what to do, but perhaps we can help. Will the real Mr/Ms Chapter please stand up?

How UPS Stole Dec. 26

Many UPS Teamsters found out about it by reading it in the *Round Up*. Some only found out on payday. When the truth came out, reactions ranged from surprise to anger: UPS had shut down on December 26 for a day of unpaid vacation.

In Pittsburgh they gave people layoff slips for the day. Elsewhere, they just told them to go home on Christmas Eve and not come back till the next Monday. "What really burns me up is how we never heard a thing from the Union, we don't know how or why this was given away," said Local 243 committeeman Mark Cuchetti, in Detroit.

While it appears that the company took advantage of loopholes in the contract to get away with this deal, in most parts of the country the shutdown was unprecedented. Still, it would be

impossible to win a grievance on this issue, as most supplements clearly state that the 40 hour guarantee does not apply Christmas week.

"I was astonished," said Craig Clark, a UPS package car driver in San Antonio Local 657. "We are contacting the US Department of Labor—just to protest this deal."

While most people didn't realize what UPS had up its sleeve when it removed the 40 hour guarantee from the contract for Christmas week, now everyone in the company has gotten the message. And it will be something many rank and filers will be talking about at the next contract. "We just don't want to give the company another \$100 gift for Christmas" was how one UPSer from Maine put it. "We figured the company doesn't need to take the bread from our mouths at the holiday season."

Canadian Director Lawson Resigns from JC Post

from BC/Yukon TDU

Effective January 1, 1981, Ed Lawson, the most powerful Teamster official in Canada and Director of the Canadian Conference of Teamsters, stepped down from his position as President of Joint Council 36 in Vancouver, British Columbia.

Throughout Canada, rank and file Teamsters are asking themselves, "Why did Lawson resign?" Reports from Vancouver indicate that Lawson has been meeting with increased criticism within the Joint Council as recent elections have put into office people who are more responsive to the interests and desires of the rank and file. And Lawson, it appears, is not someone who can stand effective criticism directed against himself on a face to face basis. For example, for three years he has been absent from Local 213 union meetings where he was under considerable heat, despite the fact that he holds the position of Trustee in that local.

At this point, Lawson has not yet



Canadian Director, Ed Lawson

resigned his position as Local 213 Trustee. But it would not be surprising if he did, as the Local will be holding an election in a year and Lawson will probably go into hiding, like an ostrich, rather than face an organized group of candidates who oppose his anti-union attitudes.

BOSTON MOVERS ORGANIZE

For almost a year some members of Boston Furniture Movers Local 82 have been trying to gain their rights. Now they are getting organized and just beginning to win.

Last Spring members began to attend meetings, and asked for such basic rights as a copy of the local bylaws and the Constitution. No luck. In addition, they were asking the Local to restore multi-employer bargaining to give the members more strength. No luck.

And they wanted a fair election. They asked that the 50% meetings attendance rule be dropped. And they asked for a walk-in vote.

Secretary Treasurer Bart Griffiths had other ideas. At the November 9 nominations meeting, Griffiths managed to—

•Keep 12 members out because they did not have computer dues receipts with them, even though they were paid up and in one case Griffiths had the mans receipt himself.

•Listed who was eligible, and conveniently omitted almost all the opposition.

•When one man was nominated for Secretary Treasurer, the officers read out that he was nominated for President and the Secretary Treasurer was unopposed! He then adjourned the meeting.

Unfortunately for Griffiths, the members have gotten together and TDU attorney Mark Stern went to federal court. The results of the bogus election have been impounded, and an injunction has been issued against both the election and phoney discipline given one rank and file member. During some five days of testimony, the Secretary Treasurer admitted to violating five parts of the bylaws. He claimed he never read them! Numerous rank and file members came to court to watch. TDU attorney Stern expects to win the case in February with an order for a new election. He has also asked that the 24-month dues rule be thrown out because of discrimination against certain members. For example, about one-third of Local 82 are spares (casuals). This could benefit Teamsters nationwide if successful. *Convoy Dispatch* will continue to cover this development.

How to File an OSHA Complaint

[In the previous articles in this series, we took a look at your legal rights under OSHA and how to collect information to determine whether or not your employer is violating a Safety Regulation. In this article, we'll look at what you can do if you discover that a violation has taken place.]

HOW TO FILE YOUR COMPLAINT.

Once you have assembled enough information to show that an OSHA regulation is being violated at your workplace, the next step is to request an OSHA inspection. You can do this by formally filing a complaint to OSHA in writing. Phone calls seldom bring an OSHA inspector to a job site unless it is a matter of "imminent danger."

If you so desire, you can request that your complaint be kept confidential. But you must ask that your name be kept confidential in writing and at the time when you first file your complaint.

WHAT TO WRITE IN YOUR COMPLAINT. In your complaint, you should describe both the safety or

health hazard at your workplace and the specific remedies, penalties, and (most important) deadlines you think are needed to correct the problem. When describing the hazard, try to be as specific as possible. Remember, your job may be completely unfamiliar to the inspector. Try to include answers to questions such as: **When** does the hazard exist? **Who** is exposed to the hazard? **What** causes the hazard? Have any past injuries or illnesses occurred due to the hazard? Have you previously notified management? What was the response?

HOW TO WORK WITH THE INSPECTOR. Working with an inspector can make all the difference in the world. The inspector will meet with your union representative when he visits your job site, and a union representative does have the right to accompany the inspector during the inspection.

But what if your BA or steward isn't interested in your complaint? At one plant, TDU members filed a complaint and then watched it go down the drain as the steward took a pro-company position when talking with the OSHA inspector. Even if your steward or BA isn't much help, there are some things you can do:

If the inspector gets near enough to you during the inspection, you can talk with him. If not, you can call him up on the phone, either before or after the inspection. You can visit him at the OSHA office. And all of these communications can be kept confidential—if you request that your name not be disclosed.

WHAT PENALTIES WILL OSHA USE? If OSHA does decide there is a



safety violation, they will issue a citation. There are three basic types of citations:

- **Less than serious:** Penalties of under \$1,000. Usually, however, this sort of violation will receive a fine of less than \$300.
- **Serious:** Penalties of close to \$1,000.
- **Willful:** Penalties of \$1,000 and up.

To put the most pressure on the company, you must prove that a safety violation is "willful". This can be tricky. The company will lie, and say that they were ignorant of the problem. What you must do is prove that they knew about both the problem and your request that it be corrected. Here are a couple of suggestions on how to do it.

USE THE GRIEVANCE PROCEDURE with your OSHA complaint. Completely document the hazards in the grievance. Note that there are possible OSHA violations. The grievance can act as an official notice to the company that the problem exists. And with

OSHA, unlike other government agencies, you do not have to wait until the grievance has been settled to file your OSHA complaint. You can do it right away.

WRITE TO THE COMPANY PRESIDENT by certified mail. Again, as with filing a grievance, the point is not to hope for action by appealing to the company. The point is to put the company on notice in a way that they cannot deny later—to set them up for a "willful" violation.

With your letter to the president, include a copy of your grievance. Make sure that all the hazards are listed and documented. Make sure that you state that they are OSHA violations. Keep a copy.

The reason it is a good idea to contact the president is that sometimes companies claim "partial ignorance." They claim that while a grievance was filed, that top management did not know about the problem, and the lower level people who saw the grievance had no power to correct the problem. Don't give them that out.

The Nuts & Bolts of Using OSHA

by
Rob Fram



LEHIGH VALLEY TDU EXPOSES SWEETHEART DEAL

In August, 1980, after receiving her third week vacation check, steward Jean Hebor, a member of Local 773, Allentown, Pa. for 8½ years, noticed an error on her vacation pay check stub Ms Hebor, who is employed by Chain

Bike Corp., a production plant employing about 250 Teamsters in Allentown, found that she was getting paid for her vacation at the old rate of pay, prior to a negotiated raise set forth under the contract. Closer examination revealed that all her stubs were post dated to the week ending June 26, 1980, one week prior to the raise of 15c and hour. Chain Bike employees, who are 90% Hispanic and 25% female, are the lowest paid members of Local 773.

An investigation by Jean revealed that the company has been paying all employees in this manner since it first started operations 10 years ago. The BA, Norman Burnhard, was notified. He dumped the matter in the lap of the Union attorney and then refused to show up at two meetings to discuss the pay shortage in October. When he finally did show up at the third meeting on October 30, he tried to explain that the vacations were being paid correctly.

TDU would like to ask President Alfonso C. Abruzzi, who had until recently been the representative of Chain employees since the plant was first organized, why this was allowed to exist. How many thousands of dollars of vacation money, rightfully belonging to the members from Chain, were wrongfully denied them and what happened to it?

Missouri Strike Appeal

326 members of Local 610 in St. Louis are in the middle of an unusually tough strike. These Teamsters, mainly women, are bus drivers for the Special School District of St. Louis County. They have been on strike over pay and bus safety since October 8.

The School District has taken a stance that is out-and-out union busting. Using a Missouri law outlawing strikes by public employees, they have fired the strikers and hired scabs.

TDUers in the St. Louis area, however, have been active in support of the strike. They have helped with publicity and fund raising. As the strike drags on, and the scabs go on working, the bus drivers are in poverty conditions. They need your help. Please send contributions to: Steve Hollis, 419 Georgia, St. Louis, MO 63135. He will forward the contributions in TDU's name to the bus drivers.

SECCIÓN EN ESPAÑOL

The 1980 Rank & File Convention decided that Convoy Dispatch should begin to develop articles in Spanish. The article below is about the Chain Bike factory in Allentown, Pennsylvania. An English version of the article is to the left of the Spanish.

TRATO DE ENAMORADOS

En Agosto, 1980, después de recibir su tercer cheque semanal de vacaciones, steward, Jean Hebor, miembro de Teamsters Union Local 773 en Allentown, Pa por ocho años y medio, descubrió un horror en uno de los recibos de sus cheques.

Jean, quien trabaja para Chain Bike Corp., una planta productora que emplea aproximadamente 250 miembros de Teamsters en Allentown encontró que estaba siendo paga por sus vacaciones con el salario antiguo, por el aumento acordado y negociado bajo el contrato vigente.

Un examen muy de cerca de los recibos de pagos de sus 3 cheques, demuestra que fueron fechados con anterioridad a la semana que terminaba el 26 de Junio de 1980, una semana antes del aumento acordado y autorizado de 15c por hora.

Chain Bike emplea un 90% de Latinoamericanos y un 25% de mujeres, son los miembros del Local 773 con el salario mas bajo.

Una investigación de Jean, revela que la Compañía a estado pagando a sus empleados en ésta forma desde que empezó sus operaciones 10 años

atrás.

En Septiembre 9 de 1980 ella refirió el caso al Administrador de Negocios vigente, Norman C. Burnhard, quien rápidamente envió el caso a manos del abogado de la Unión. Citas para el caso se los pagos en cuestion fueron hechos para Octubre 15 y 22, pero el Agente falló en presentarse.

El Jueves 30 de Octubre de 1980, el Administrador de Negocios finalmente apareció y le explicó a Jean que las vacaciones son pagadas correctamente bajo las reglas del Contrato.

TDU: No está de acuerdo con ésta explicación y un examen sobre el corriente contrato demuestra que no hay ningún artículo en el cual diga o demuestre esta clace de robo. Cuantos miles de dolares en pagos de vacaciones que por derecho pertenecen a los trabajadores de Chain Bike fueron equivocadamente negados y ¿Que a sucedido con ese dinero?

Si el Local de la Unión no puede o no quiere tomar acción para corregir esta situación, LV/TDU ofrecerá ayuda en cualquier forma que pueda, incluyendo referencia de las Oficinas Principales para corregir esta injusticia.

TDU Organizing

Traveling in Iowa to Build TDU

Bob Leslie, Local 147, works for American Motor Freight in Des Moines, Iowa. He is one of the many TDU members who builds TDU by helping to start a new chapter in his home town. But Bob has done even more, traveling to other towns such as Kansas City, Davenport, and Dubuque to start chapters and help spread the word about TDU. It's thanks to dedicated rank & file members like Bob that TDU continues to grow, with new chapters springing up across the U.S. and Canada.

Keep it up Bob!



Bob Leslie, Local 147, Des Moines



BIG TURNOUT IN WESTERN MICHIGAN. Over 100 Teamsters turned out in Grand Rapids for the Western Michigan TDU Meeting.

Western Michigan TDU

One hundred people attended the Western Michigan TDU Meeting held in Grand Rapids, Sat., Dec. 13. There were Teamsters and their wives from many companies in Local 406, including representatives from Krogers. Also in attendance were Teamsters from Battle Creek, Muskegon, and Lansing.

Robert Langeland, past president of Local 406, now retired, read a letter he had written to the local newspaper in support of the Kroger people who had just lost their jobs due to the Union's failure to enforce the contract when Hamady bought out many of the Kroger stores in Michigan. 3. Carole Paff, from the TDU Office, spoke on TDU's accomplishments. Ann Thompson, TDU attorney from Detroit, spoke on the need for organization in order to have any impact locally or nationally.

The best participation was around the plans for attendance at the Union meeting scheduled for December 24. At the November union meeting, the President had wanted to cancel the meeting for the month of December since it fell on Christmas Eve. The rank and file objected to the cancella-

tion and overruled the chair's wishes by voting to have the meeting on Christmas Eve, despite the inconvenience.

About 40 to 50 people did attend the December 24 meeting, with some people driving as far as 50 miles to attend! It was a holiday for freight people, so this made it possible for many people to attend who otherwise wouldn't have been able to have made it.

This attendance was quite impressive given the conflicts with family and holiday plans. A motion was passed to change the meetings from the 4th Wednesday to the 2nd Saturday of each month to allow for better attendance. President Schoeby said it would be "looked into" and reported back at the next meeting in January. The President had about 3 persons in attendance besides the BAs.

Western Michigan TDU plans to have a Union Skills Workshop some time in the early Spring. Meanwhile, meetings will be held in Muskegon and Battle Creek and on-going organizing will continue in the Grand Rapids area.



NEW MEMPHIS TDU STEERING COMMITTEE. Memphis TDU is one of the newest TDU Chapters to have been formed. It includes Teamsters from different jurisdictions and locals in the Memphis area.

Memphis TDU Formed

On November 16, a TDU Organizing Meeting led to the formation of a new chapter in the Memphis area. In less than a month, the Chapter had its first fight on its hands.

A Steering Committee was selected (pictured here) and co-chairmen were selected at the December meeting: Art Morrison, Roadway driver and member of Local 667, and Billy Williams, Kroger drivers steward and member of Local 984.

At the December meeting of Local 667, it was announced that a popular Business Agent was dismissed, since he had run for an office against the incumbent slate in the recent election. Angry members turned out to say they felt the BA's performance is more important than political loyalties.

Following that, the new TDU Chapter decided to submit a bylaws change to provide for the election of BAs in Local 667.

TDU Meetings

B.C./Yukon TDU
Thursday, February 5, 7:30 PM
Coach House Motor Inn
Lilloit Road, N. Vancouver

Davenport TDU
Saturday, Jan. 17, 6pm
4th and Cedar

Des Moines
Sunday, Jan. 18, 5PM
Eagles Lodge, Bloomfield Rd.

Detroit Metro TDU
Sunday, February 8, 1PM
PLAV Hall

Dubuque TDU
Saturday, Jan. 17, 12 noon
Hoffman House on Hwy. 20, Dubuque

Eastern Pa. Union Skills Workshop
Saturday, February 14, 12 noon
Trexlerstown Volunteer Fire Co.
just south of Route 100

El Paso TDU
Saturday, Jan. 17, 2PM
VFW Hall, Carolina & Adobe
Ken Paff, TDU Organizer.

Harrisburg Area TDU
Sunday, February 1, 10 AM
American Legion, Enola

Maine TDU Organizing Meeting
Saturday, Jan. 24, 1PM
Ramada Inn—Portland
TDU Speakers and attorney will discuss how to get organized in Maine

Metro Jersey TDU/PROD
Saturday, Jan. 10, 12 noon
Rutgers University Carey Library
Rt. 1 and Ryders

Milwaukee TDU
Saturday, Jan. 10, 1PM
Irene J's

NorCal TDU
Sunday, February 15, 3PM
for place, call (415) 535-0659

San Antonio TDU Organizing Meeting
Sunday, January 18, 2PM
El Tropicano Hotel
110 Lexington Ave
Speaker: TDU Organizer Ken Paff

Shreveport TDU
TDU Organizing Meeting
Monday, Jan. 19, 7:30 PM
Howard Johnson's on Monkhous Dr.
Speaker: TDU Organizer Ken Paff

So Cal TDU
Sunday, February 8, 12 noon
1324 E. 166th St. Cerritos
Cerritos Park East

Watsonville Area TDU
Sunday, Jan. 26th, 3PM
United Methodist Church

Western N.Y. TDU
Sunday, Jan. 11, 1:30 PM
Polish Falcon Club
445 Columbia Ave., Depew, N.Y.
for info, including snow cancellation,
call 886-7384 or 881-0409

Western PA TDU
Steering Committee Meeting
Saturday, Jan. 17, 11 AM
TDU Office, 21st & Mary, Southside

Western Washington TDU—Local 252
Thursday, Jan. 15, 5PM
VFW, Elma, Washington

Start
the New Year
off right!

Join the "100-100 Team"

The fight for democracy costs money. Thousands of Teamsters have helped. Fifty people at the October TDU Convention pledged \$100 apiece. But we must have more funds if we wish to keep the Detroit and Washington TDU Offices open and adequately staffed in order to provide the service and information necessary for us to protect our jobs, contracts, and conditions.

To join the "100-100 Team," you may contribute your \$100 right away, or \$25 a month for the next 4 months, or 10 monthly \$10 payments. Your contribution will be tax deductible.

For each 100 of us who join, we will net \$10,000. And that goes a long way to help. Remember our total budget is less than Fitzsimmons' salary.

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

- ☐ I pledge \$100. My check is attached.
☐ I pledge \$100 in four monthly \$25 contributions.
☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

Changes Due in Michigan

The way that the Michigan (Tri-City) Carhaul Grievance panel works has come into question due to recent events there.

For years no one thought to question the domination of panel proceedings by Company lawyer Albert Matheson. During all these years carhaulers won few grievances at this panel and even when put back to work after beating an unjustified discharge or suspension, back pay was practically unheard of.

In 1978 Roy Ashby was involuntarily retired as the Union co-chair by his defeat by a TDU-supported reform slate in Flint. But subservience to Matheson continued as Wilson Holsinger of Detroit Local 299 took over the Union chair. Holsinger was known to overturn deadlocked grievances in his famous "Executive session" lunches with the companies' representative.

But when Holsinger lost his Local 299 office to another reform slate in Detroit last summer, the old system started to fall apart.

Detroit Local 299 and Flint Local 332 account for the vast majority of carhaulers in Michigan and have the most Business Agents who are certified to sit as members of the panel.

According to the Tri-City's own rules, the Union Chairman is to be selected by the members of the Union side of the panel. Thus any democratic vote could be expected to give control to Flint or Detroit. Matheson's one man show would end. However, the rule of law in the panel has been slow in coming.

In October and November, Nellie

McKim, then Secretary-Treasurer of Lansing Local 580, turned up as Union Chair. McKim knows nothing about carhaul and let Matheson continue to run the show. One response was to protest the composition of the panel and refuse to allow cases to be heard.

Now McKim has followed Ashby and Holsinger into involuntary retirement in the December election. Matheson has about run out of cooperative officials to let him run the panel. One who barely survived is Johnny Walker of Pontiac Local 614, who just "won" re-election by a vote of 602-601 over TDUer Pat Woodbeck in a recount of the original 600-600 tie vote. Nearly everyone expects an overturn of Walker's employer-aided victory.

It's hard to believe Walker could chair the Tri-City anyway. Local 614 President Walker and BA Butch Williams are reportedly spending weeks in Florida at panel meetings without cases on the docket. This expensive junket comes when Local 614 is supposedly too broke to pay its per capita to the International.

There have been reports that the Tri-City Chair question has been on the agenda of Michigan Joint Council meetings. Fortunately the rules of the Grievance Panel are crystal clear and change in the Tri-City Grievance Panel should not be far away. Calls from rank and file members to the TDU office indicate that if change doesn't come soon, the grievance panel may get a lot of uninvited guests—angry carhaulers determined to put one big grievance on the docket.



Year for Majority Rule

Right now, every carhauler should be getting involved in a project that can affect the rest of your working life. Our last two contracts have been imposed on us by minority vote. With the 2/3's rule, our officials ignore demands we pass in our Locals. Our employers laugh at our reasonable requests because they know they must only frighten or confuse 1/3 of the voters to impose their will on us.

Only once every five years we get a chance to challenge the dictatorial rules of our Union Constitution. The Teamsters Union Convention this June in Las Vegas is that opportunity. The 1982 and 1985 contracts will go by before we have another shot at the next convention in 1986.

Carhaulers have a special role to play. Our experience with this dictatorship and its cost to the rank and file can make other Teamsters understand why they need to help fight this rule to protect their own futures. Our organization, through the Carhaulers Coordinating Committee, can help us work together.

And more than any other group of Teamsters, carhaulers have spoken with a clear voice in Local Union elections since 1976. In Detroit, Flint, and Lansing, the California Bay Area, El Paso and St. Louis, Janesville, Wisconsin and Plattsburg N.Y., carhaulers have played a key role in replacing yes-men Local officers with new forces from the rank & file. We should expect these new officers to speak up for majority rule in Las Vegas. But their voices alone will merely be a protest—valiant and necessary, but not enough. Behind them, in our Locals, we need to have large demonstrations of rank and file support. In February or March at the latest we should have large Union meetings and pass the resolutions outlined in the centerfold of this paper.

On the road, every thinking carhauler should have a pocketful of TDU brochures outlining the Rank & File Program for Change. We should be reaching out to other road drivers and Teamsters to help spread the fight. You should order a big batch of the raffle tickets. Fill out the coupon in the center of this issue right now. But don't stop there. Get half a dozen of your friends to do the same thing.

The fight for a democratic union is a long and difficult one. But think about the alternative—more dictatorship and sellouts—shrinking real income and pension security—a grievance procedure and job security clauses that offer no real protection. Think about it. But only for a minute. Then fill out the coupon and get started.

SIX WAY SPLIT

Kansas City, Kansas and Missouri. When Jack Cooper took over from United Transport at GM's Kansas City, Kansas plant last summer, the United carhaulers were forced to move south to other United terminals while Cooper staffed the terminal with laid-off employees from the Missouri terminal across the river. Since they were laid off at different times, several of the new Kansas Cooper drivers wound up in reverse seniority order. The Central and Southern panel has since refused Local 498's request to put these people in proper seniority order. It is common sense and simple justice. It is truly amazing how these panel members

port. Dealers' Ford business was divided up between E&L and Motor Convoy last summer. Many former Dealers drivers lost their jobs and even the "lucky" ones lost their seniority.

Local 89 used to have one of the best Local riders in the industry. But E&L and Motor Convoy won't agree to riders which continue these superior conditions. Rider negotiations between the Local and the two new Louisville carriers all deadlocked at the Local level.

The disputed items will be settled by a special subcommittee of the Central and Southern Panel. It will meet in Louisville on January 22-23 at the Executive Inn. This committee has two company members and two Union members. The Union members are Charlie Lewczyk of Buffalo and Charlie Thompson of Dallas. With Union "friends" with records like Lewczyk and Thompson, Louisville carhaulers don't need enemies.

Complete Auto Transit in Willow Run had not had an election for garage steward in many years. When Local 299's bylaws were amended to require regular elections for stewards—in a campaign led by TDUers—CAT mechanics got their chance. Jim Candill became the new garage steward. His first question to Local 299 concerned the men at the tire bay in the Willow Run garage: Why weren't they in the Union?

It's a darned good question. CAT has a fully equipped, full-time tire bay in the Willow Run shop. But the tire men are paid sub-standard wages by a scab Firestone store out of Jackson, Mi.. In fact this has been the case since 1959.

Every other carhaul tire bay in the Local is solid Union. Any other arrangement is an obvious violation of Article 54 (sub-contracting) of the supplement. With this in mind, a grievance was filed to bring these tire men into Local 299 with Teamster wages and benefits.

Amazingly, this grievance was lost at the December Central-Southern. According to the Committee, once CAT has gotten away with this scab operation for over two decades, they can do it forever. The matter will not end here.



Ohio Fast Freight Runaround

Ohio Fast Freight is playing fast and loose with seniority in Canton, Ohio. Company-equipment drivers in Canton are laid off, while a terminal 5 miles away has been hiring. Local 92 has done little so far.

The second terminal, in the Canton suburb of Waco, opened two years ago by a commission agent, as a fleet operation. He had his own trucks and drivers. He operated on the understanding, according to Local 92 President Cassidy, that he had his own freight on two specific calls and wouldn't run Fast Freight's system. Now the Canton men have documented the fleet drivers move into regular company hauls.

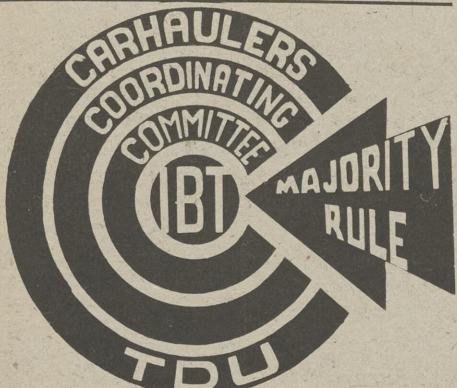
In the past year over 100 owner operators and fleet drivers have been hired in the system, counting two complete terminals which came over from Kaplan. The catch is the company has been creating new "divisions", including the "Falcon." Usually divisions are opened for a new type of haul or a new Union contract. But Fast Freight is creating divisions to create

separate seniority lists between men hauling the same freight within the steel haul contract. The goal—dilute the seniority of those already working, period.

One result — two Canton steelhaulers who were laid off much of 1980 with no opportunity to bump a truck or put their own truck on in one of the booming new "divisions."

But there's more. Fast Freight is also trying to set up a new non-union operation. (Their parent company, Edwards Corp., already owns non-Union Case Heavy Hauling.) In Cleveland Fast Freight has a new commission agent using their rights to haul container bodies to the East coast non-Union. This agent claims he will soon be getting regular Fast Freight steel shipments on a non-Union basis.

Steelhaulers in Local 92 have been pressing Cassidy to act. But so far they've only gotten a protest letter to the company. It is clearly urgent to have a real strategy to deal with Fast Freight's new moves.



can adjust the contract at will when they want to refuse to make adjustments when justice demands it.

On top of that, the committee has handed Cooper a nearly blank check of "operational flexibility" to coordinate the Kansas and Missouri terminals. The only rule preserved was the ban on backhauls out of a terminal with layoffs above two years seniority. It seems like every other day the rank and file get another good reason to reform the grievance procedure and the contract. Negotiations will be starting in a year, but it's been a hell of a long wait.

Louisville, Kentucky carhaulers can expect the worst in the next round following the collapse of Dealers Trans-

ELECTION ROUND UP

Reform Slate Sweeps Wisc Local 579

On December 22, the votes were tallied in Local 579, in Janesville, Wisconsin, and the result was an overwhelming victory for the rank and file opposition slate which swept all seven offices. "We beat them better than two to one," Brendan Kaiser reported after winning the top job.

The new officers feel it was a "victory for democracy, that's the key thing." Both Kaiser and Marv Lewis, the new Secretary Treasurer and President, are carhaulers employed at JATCO and concerned about such undemocratic procedures as the "2/3 rule" that allows 1/3 vote to approve a contract.

Local 695 Madison

In nearby Local 695, the Madison-based local of 5,000 members, the rank and file challengers, the "United Teamsters" lost a close election to the incumbents. The key races were decided by less than 100 votes in the large Wisconsin local.

Local 337 Officers Sworn In

Would you consider \$63,255 a "part time" salary? That is what Bobby Holmes Jr. was paid in 1979 for being Secretary-Treasurer of Local 337 in Detroit. His salary was set by his dad, International VP Bobby Holmes.

But when TDUer Jerry Bliss won the job in the recent election, he was informed that the job "is not, nor has ever been, a full time position." TDU would like to know of any large (over 10,000) local in the entire IBT where the Sec-Treas. is not a full time job!

Hagerstown Local Votes for Change

On January 3, new officers took over Hagerstown, Maryland Local 992, with the reform slate of Ray Trumpower winning five of seven positions. One casualty was Robert Flynn, who is an officer in the Eastern Conference and controls the Eastern Conference grievance panel. Flynn ran for president and lost to the challengers.

St. Louis Incumbents Ousted

by Lee Roth Local 600, St. Louis

The coalition of candidates who challenged the incumbents in Local 600 have met with great success. Five of seven challengers were elected to office. The challengers' slate was led by Pancho Ramshaw, who won the position of President of Local 600. The victory was a tribute to the great cooperation of the members of Local 600, who rallied together to oust the incompetent administration of Ted Welch.

This cooperation was tested again shortly after the elections when the incumbents decided to vote excessive vacation and severance pay over and above their already bloated salaries. These payments amount to over \$450,000. Before leaving office, the outgoing officers took \$180,000, cleaning out the local's treasury. The members unanimously voted at their Union meeting to denounce the out-going officers' actions, but a motion to stop them was disallowed. Legal action is being brought by Local 600 Rank & Filers.

Rank and File Post Gains in W. Va.

"This is the first real election challenge in 39 years," said TDUer John Aliff, steward at UPS in Beckley, W. Va. Despite a low turnout, the Rank & File Slate was only narrowly defeated by the entrenched incumbents in their bid to sweep Local 175. Reform candidate Ron Dingess received about 45% of the vote (only about a quarter of the members voted in the 5600 member Local). Reformer Charles Ferrell ousted incumbent Sutton Hoover for the Recording Secretary position.

No Win, but Optimism in Local 853

TDU Candidates Steve Wilensky and Emil Abate were defeated by long entrenched incumbents in the 4300 member east bay warehouse Local 853. Wilensky gathered 46% of the vote for Recording Secretary while Abate got 42% for trustee. It was an issue-oriented campaign from the start, with TDU passing out lengthy "Platform for a Better 853" at the nominations meeting. It raised issues such as rank & file involvement in the Local and International, discrimination against women and minorities, and a patronage style hiring hall, and discussed TDU.

TDU Gains in E. Pa. Local 229

In the November 23 election in Scranton Local 229, TDU leader Keith Gallagher got a surprising 40% of the vote running for president. Gallagher and Tom O'Keefe ran as TDU candidates but faced an uphill battle since they work at Roadway and CF terminals which are far from the Scranton area. Gallagher told *Convoy Dispatch*, "The election was an opportunity to meet rank & file Teamsters in the Scranton area, and talk about what can be done to improve our Union. The reaction was fantastic and we will have TDUs at more shops now. We are building for the future."

Tide of Reform in Michigan

Rank & File Wins!

Page 12

The tide of reform rose even higher in Michigan in December when Lansing Local 580 saw the victory of 5 members of the Rank and File Slate. Put together by former BA Irv Roberts' Rank and File Committee, the slate drew widespread support from TDU members in Lansing and included TDU members as candidates.

Since 1945, Local 580 had been dominated by one man, Lloyd McKim. In recent years, McKim ruled through his wife, Nellie, who replaced him after his conviction for misappropriation of union funds.

The "legal" ripoff continued, however. The two top officers took out over \$100,000 in 1979 and in 1980 McKim gave herself a huge raise to \$63,830. McKim's son, Dick, was kept on the payroll at \$40,000 as a BA despite a stunning lack of apparent qualifications.

The Rank and File Slate promised an economy drive in officer salaries and special benefits, to allow for more services to the members. They advocated education programs for stewards election of stewards and negotiating committees, and backing from the hall for the members.



New Local 580 VP Duke Norris and attorney Ann Thompson check records.

The Rank and File Slate overcame tremendous obstacles and manipulation of the election process in favor of the incumbents. The polls were only open one day. However, members could pick up "absentee" ballots on three previous days. The McKim machine offered service in the balloting which startled many members. McKim vans took members to the Union Hall for "absentee" ballots and then the van drivers waited while the ballots were filled out and "volunteered" to mail them in! The absentee ballots ran overwhelmingly for McKim, but the walk-in vote on Dec. 19 was so strong for the Rank and File Slate that the dirty tricks failed.

McKim's exit from office was far from graceful. Two days after the ballots were counted, she decided to count the ballots which had come in after the deadline. When that failed, the defeated Executive Board decided that the election had been unfair and a new one would be held! The new election was to be by mail ballot and members had to have their dues paid through December. After spending over \$2,000 of dues money to print new ballots, McKim finally gave up after she and her husband became acquainted with the International Union Constitution. McKim also flirted with staying in office past January 1, but again vigorous action by Rank and File Slate attorney Ann Curry Thompson demonstrated that possession is not always nine-tenths of the law.

The election is additionally important because McKim has been a member of the Michigan Joint Council 43 Executive Board and now she will fall from that position as well.

TDUer WINS IN NY LOCAL 648

TDUer Gary Harris won the Local 648 Presidency in Plattsburgh, NY when the votes were counted on December 14. His entire slate of seven also won. Harris is a mechanic at Anchor Motor Freight and has been on the Executive Board for the past three years.

The election in the Local, located in the far north part of NY state, was especially significant because the defeated incumbent Victor Mousseau has been the Secretary-Treasurer of Joint Council 18 which covers upstate New

York. The Joint Council is controlled by Rocko DePerno.

Harris stated his goal was "to have a more democratic local, with membership control." He said "This election is an example. After he lost, Mousseau is now delaying leaving office, using his connections in the Joint Council. The vote of the members should be what counts."

Harris is fighting to insure that the will of the membership is carried out. TDU has agreed to provide legal help if needed to protect the right of members to choose their own officers.

TDUer Wins Election Rights in Local 468 Court Decision

Long-time PROD and TDU activist Dean K. Buckley has won a precedent-setting decision at the US Court of Appeals that will help challengers in all union elections to get fair treatment by the incumbents.

From its first election in 1959 until 1973, line drivers Local 468 always had walk-in elections at the union hall at least 30 days after the nominations meeting. In 1976, the 468 Executive Board, under the firm control of Sec-Treas. Manual Joseph and Pres. Ernest Freitas, decided to switch to a mail referendum and, further, decided not to let anyone know of the change prior to the nominations meeting.

Even when they were told the change of procedures at the nominations meeting, the challengers were given the distinct impression that the ballots would not be mailed out for at

least three weeks. However, the ballots were mailed out 5 days later, with instructions to "vote immediately", which severely limited the challengers' ability to campaign. All the incumbents won.

Buckley and several others filed a protest with the Secretary of Labor, who, in turn filed an action in US District Court. This action was dismissed by Judge Cecil Poole.

Buckley, whose tenacity resembles that of a bulldog, didn't agree and pressured the D.O.L. to appeal. Finally, 4½ years later, the US 9th District Court of Appeals has agreed with Buckley.

The case has been remanded back to the District Court for a final decision. *Convoy Dispatch* will follow future developments.